

Waco Independent School District

Wiley Opportunity Center

2025-2026 Improvement Plan



Mission Statement

Our Mission is to Motivate Minds and Heartsone day at a time!

Vision

Our vision is to create a positive and structured environment that will foster the development of appropriate social behavior, academic success, and personal integrity for all students. We will strive to achieve our mission by modeling respect and responsibility and by demonstrating genuine concern for the well-being of our students and each other. We will promote a collaborative team effort with all Waco ISD schools to promote educational excellence.

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Goals

Goal 1: Sustain a safe and supportive environment.





Performance Objective 1: Monitor/adjust processes and procedures to increase safety and security for all.

High Priority

Evaluation Data Sources: Points card, Five lab, Frontline, and Wiley tracking sheet

Strategy 1 Details	Formative Reviews		
Strategy 1: Train staff on all campus safety drills. Strategy's Expected Result/Impact: Staff prepared for all emergencies Staff Responsible for Monitoring: Assistant Principal (AP) TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
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Strategy 2 Details	Formative Reviews		
Strategy 2: Practice and track results from drills to ensure procedures are being followed. Strategy's Expected Result/Impact: students and staff will be prepared for an emergency Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
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Strategy 3 Details	Formative Reviews		
Strategy 3: Require Crisis Intervention Team to attend CPI training. Strategy's Expected Result/Impact: Improved use of de-escalation techniques used in a safe and supportive environment Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
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Strategy 4 Details	Formative Reviews		
Strategy 4: Ensure all doors are locked and secured. Strategy's Expected Result/Impact: Unauthorized visitors will not be allowed to enter the building or classrooms Staff Responsible for Monitoring: Admin, Security, and Teachers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative		
	Oct	Jan	May
Strategy 5 Details	Formative Reviews		
Strategy 5: Ensure clarity of the reunification process for students and staff. Strategy's Expected Result/Impact: All safety requirements implemented and the EOP is in compliance Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
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Strategy 6 Details	Formative Reviews		
Strategy 6: Continue to promote and use the Stop It anonymous reporting app. Strategy's Expected Result/Impact: Increased school safety Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
	Oct	Jan	May

Strategy 7 Details	Formative Reviews		
Strategy 7: Ensure safety procedures are displayed in every classroom. Strategy's Expected Result/Impact: Students and staff will know and follow the campus safety procedures Staff Responsible for Monitoring: Admin and Teachers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
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Goal 1: Sustain a safe and supportive environment.

Performance Objective 2: Continue to monitor the use of social-emotional learning (SEL) strategies among staff and students.

Evaluation Data Sources: Student discipline data, Branching Minds, and Character Strong





Strategy 1 Details	Formative Reviews		
Strategy 1: Use Character Strong materials to teach daily skills lessons. Strategy's Expected Result/Impact: Increased student skill sets when they return to home campuses to decrease recidivism rate Staff Responsible for Monitoring: Admin and Teachers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative		
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Strategy 2 Details	Formative Reviews		
Strategy 2: Provide ongoing professional development for staff to address discipline issues and guide support for students. Strategy's Expected Result/Impact: Reduce the number of behavior incidents by 10% Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative		
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Goal 1: Sustain a safe and supportive environment.

Performance Objective 3: Utilize family and student on-boarding process to ensure a smooth and efficient start for each new student.

Evaluation Data Sources: tracking sheet, student point card, and feedback from families





Strategy 1 Details	Formative Reviews		
Strategy 1: Begin registration process with PEIMS, transition meeting with Principal (or AP) to review expectations, and then student (if new) also meets with the behavior team. Strategy's Expected Result/Impact: Improved positive behavior and smooth transition to Wiley Staff Responsible for Monitoring: Admin, PEIMS, and Behavior team TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
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Strategy 2 Details	Formative Reviews		
Strategy 2: Hold weekly PLC's that focus on instructional and behavior strategies to increase student success. Strategy's Expected Result/Impact: Increased student success and decreased recidivism rate Staff Responsible for Monitoring: Admin and Teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Strategy 3 Details	Formative Reviews		
Strategy 3: Use the CICO (Check in and Check out) process with all students. Strategy's Expected Result/Impact: Increased positive behavior Staff Responsible for Monitoring: Designated mentors and Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative		
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Strategy 4 Details	Formative Reviews		
Strategy 4: Provide student incentives for academic, attendance, and behavior success using school wide brag boards in each classroom. Strategy's Expected Result/Impact: Increase student grades, attendance, and decreased incident reports Staff Responsible for Monitoring: Admin and Counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: - State Compensatory Education - \$1,000	Formative		
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Goal 1: Sustain a safe and supportive environment.

Performance Objective 4: Successfully transition students back to their home campuses.

Evaluation Data Sources: Wiley tracking sheet (recidivism rate)

Strategy 1 Details	Formative Reviews		
Strategy 1: Admin will meet with each student/family to review Wiley expectations and expected leave date. Strategy's Expected Result/Impact: Begin relationship with students and family to ensure a smooth start at Wiley Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
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Goal 2: Recruit, develop, and retain highly qualified teachers and staff.

Performance Objective 1: Continue to implement professional learning about SEL strategies and other relevant topics to foster supportive work environments.

Evaluation Data Sources: PD Plan and survey results

Strategy 1 Details	Formative Reviews		
Strategy 1: All new teachers will be assigned a mentor. Strategy's Expected Result/Impact: Increased teacher retention rate Staff Responsible for Monitoring: Admin and Mentor teachers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative		
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Strategy 2 Details	Formative Reviews		
Strategy 2: Provide professional learning opportunities that address academic improvement and classroom culture. Strategy's Expected Result/Impact: Increased teacher capacity Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Strategy 3 Details	Formative Reviews		
Strategy 3: Provide staff members an opportunity to give and receive "Shout-out Awards" to other employees using the district's nomination form. Strategy's Expected Result/Impact: Increase staff morale and campus culture Staff Responsible for Monitoring: All staff TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative		
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Goal 3: Increase achievement for all student populations.

Performance Objective 1: Address the needs of all students by ensuring effective lesson planning and reteaching happens in all classrooms.

High Priority

Evaluation Data Sources: iReady, STAAR, EOC exams, Edmentum reports

Strategy 1 Details	Formative Reviews		
Strategy 1: Use assessment data to help differentiate instruction and determine the reteach plan for targeted interventions during PLC's. Strategy's Expected Result/Impact: Increased scores on benchmark exams, progress reports, and report cards Staff Responsible for Monitoring: Admin, Teachers, Counselor TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: - State Compensatory Education	Formative		
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Strategy 2 Details	Formative Reviews		
Strategy 2: Students will use iReady as a resource to increase literacy levels in all classrooms. Strategy's Expected Result/Impact: Improved reading levels for all students Staff Responsible for Monitoring: Admin and Teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Strategy 3 Details	Formative Reviews		
Strategy 3: Monitor intervention classes weekly for all students. Strategy's Expected Result/Impact: Increased reading and math scores for all students Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: - State Compensatory Education	Formative		
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Strategy 4 Details	Formative Reviews		
Strategy 4: Monitor Study Island usage weekly for all students. Strategy's Expected Result/Impact: Increased reading and math scores for all students Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Strategy 5 Details	Formative Reviews		
Strategy 5: Utilize the middle school SAIL aide, inclusion teacher, and inclusion aide to support students receiving special education services. Strategy's Expected Result/Impact: Increased student achievement for special education students Staff Responsible for Monitoring: admin TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative		
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Goal 3: Increase achievement for all student populations.

Performance Objective 2: Maintain culture of accountability for all students and staff that includes recognition of SEL, behavioral, and instructional needs.

Evaluation Data Sources: walkthrough and T-TESS evaluations

Strategy 1 Details	Formative Reviews		
Strategy 1: Identify students with instructional gaps and specific needs. Strategy's Expected Result/Impact: increased student academic scores Staff Responsible for Monitoring: Teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Strategy 2 Details	Formative Reviews		
Strategy 2: Address the SEL and behavioral needs of all students. Strategy's Expected Result/Impact: increased student engagement and attendance Staff Responsible for Monitoring: All staff TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Goal 4: Build capacity for school leadership.

Performance Objective 1: Continue to collaboratively develop campus leadership capacity to serve student needs.

High Priority

Evaluation Data Sources: student achievement data

Strategy 1 Details	Formative Reviews		
Strategy 1: Establish clear roles and responsibilities for leadership team. Strategy's Expected Result/Impact: clear expectations by all staff Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Strategy 2 Details	Formative Reviews		
Strategy 2: Continue to monitor the action coaching cycle to support teachers in making instructional improvements. Strategy's Expected Result/Impact: increased student achievement Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Strategy 3 Details	Formative Reviews		
Strategy 3: Provide instructional leadership opportunities through PD/feedback on campus expectations. Strategy's Expected Result/Impact: Improved campus culture and staff retention Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Goal 5: Maintain plans, systems, and processes to reduce drop-out rate.

Performance Objective 1: Provide transition services as mandated in HB 2184.

High Priority

Evaluation Data Sources: Transition plans





Strategy 1 Details	Formative Reviews		
Strategy 1: Notify home campuses in a timely manner (at least 3 days) of the students expected leave date Strategy's Expected Result/Impact: Decrease recidivism rate Staff Responsible for Monitoring: Admin and Teachers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative		
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Goal 5: Maintain plans, systems, and processes to reduce drop-out rate.

Performance Objective 2: Monitor credit recovery system for high school students.

Evaluation Data Sources: Edmentum, Counselor, Credit Recovery Teachers, and admin

Strategy 1 Details	Formative Reviews		
Strategy 1: Students with weekly perfect attendance will be eligible to reduce their overall school days at Wiley. Strategy's Expected Result/Impact: Increased student attendance Staff Responsible for Monitoring: PEIMS and Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		
	Oct	Jan	May
Strategy 2 Details	Formative Reviews		
Strategy 2: Continue to monitor communication routines to notify families about absenteeism. Strategy's Expected Result/Impact: increased student attendance Staff Responsible for Monitoring: PEIMS and Admin TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative		
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Strategy 3 Details	Formative Reviews		
Strategy 3: Students who complete a credit in Edmentum will receive credit for one day once it is confirmed by the counselor that the credit is completed. Strategy's Expected Result/Impact: Increase student engagement Staff Responsible for Monitoring: AP's, Principal, Counselor Title I: 2.51, 2.53 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative		
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